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25 January 1983

A Performance-Based Incentive System

The Agency endorses any program which strengthens the link between an employee's job performance and pay. We have not elected to adopt the Merit Pay system as authorized by the Civil Service Reform Act of 1978 from which the Agency is exempt. Experience gained from our Senior Intelligence Service awards procedures will assist us in determining how best to proceed toward including most, if not all, Agency employees in a system which recognizes and rewards quality performance. We are at the present time actively studying ways in achieving this objective.

Overtime Pay Equities

Without a copy of the DOL proposal, we are presuming that the solution is accurate; i.e., the proposed regulation would make Federal government practices closer to but still not in line with the private sector practices.

By reducing the exclusion rate for overtime from $318 (GS-07/1) to $257 (GS-05/1) overtime costs would be lessened.

Exemptions for air traffic controllers, law enforcement officers, and fire fighters would remain intact.

While overtime costs would be reduced, concern still exists for government employees at a time when reduced Federal benefits seem to be prevalent.

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